

## PERSON SPECIFICATION

### Vice Principal

	Essential	Desirable
<b>QUALIFICATIONS</b>		
Bachelors Degree	*	
Qualified Teacher Status	*	
Further relevant professional and/or academic study and evidence of CPD	*	
Accredited post graduate study (NPQH, ML, SL etc)		*
<b>EXPERIENCE</b>		
Significant successful teaching experience and an excellent classroom practitioner	*	
Leadership and management experience with demonstrable impact	*	
Experience of leading a whole academy initiative	*	
Involvement in leading CPD at a whole school level		*
Experience of leading in challenging circumstances		*
Experience of using performance management processes successfully to contribute to school improvement		*
Experience of working with governance		*
<b>KNOWLEDGE &amp; SKILLS</b>		
Good understanding of the OFSTED framework and self-review	*	
In-depth of knowledge and understanding of current educational priorities	*	
Ability to articulate a sound educational philosophy consistent with the academy's aims	*	
	*	

### All Saints Academy

Helen Cullen, Principal  
Matt Britt, Chief Education Officer  
Fay MacRitchie, Chief Executive Officer

01305 783 391  
www.allsaints-academy.co.uk  
allsaints@asa.weareauthentic.education  
Sunnyside Road, Weymouth, Dorset, DT4 9BJ

Exceptional enthusiasm for learning	*	
Exceptional empathy and ability to connect with young people	*	
Strong belief in helping staff to become the very best they can be		*
Broad educational understanding and political awareness		

	Essential	Desirable
<b>QUALITIES &amp; APTITUDE</b>		
Able to demonstrate optimistic personal behaviour and build positive relationships rooted in mutual respect	*	
Committed to valuing, supporting and encouraging the professional development of all staff	*	
Able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement	*	
Committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community	*	
Able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level	*	
Able to maintain confidentiality, acting in a professional manner at all times	*	
Able to demonstrate initiative and ability to prioritise one's own work	*	
Commitment to the highest standards of child protection	*	

**Ambitions Academies Trust Is Committed to Providing A Safe, Supportive And Stimulating Environment For All Its Pupils Following Keeping Children Safe in Education Guidelines.**

**This Post is Exempt from the Rehabilitation of Offenders Act 1974**

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